Alberta Government

Alberta Apprenticeship and Industry Training Board

2015-2018 Action Plan

Alberta

Alberta Apprenticeship and Industry Training Board

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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2015-2018 Action Plan.

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. Over the next few years, the board will continue to focus on achieving its strategic priorities including developing and implementing high quality training and certification standards, promoting the availability and advantages of designated trades and occupations careers to Albertans, encouraging the accessibility of technical training, and promoting apprenticeship and industry training scholarships and awards to encourage apprenticeship completion and excellence. Given the recent challenges Alberta is facing with lower oil prices, this focus is important if we are to ensure a strong skilled workforce when oil prices recover. I urge industry to adopt this long term view and continue to create apprenticeship opportunities and support apprentices with their training.

The board will collaborate with industry, post-secondary institutions, the Government of Alberta, the Government of Canada and other Canadian jurisdictions as well as other stakeholders and partners to ensure that Alberta's apprenticeship and industry training system is appropriately aligned with labour market demand. The board will also encourage industry employers and owners to hire, register, and train apprentices as the best way to ensure that Alberta has a sufficient and sustainable skilled trades workforce.

The board is committed to achieving the goals and strategies outlined in this document to ensure that our apprenticeship and industry training system continues to be renowned for its excellence and that Alberta has the skilled workforce it needs for economic prosperity, now and in the future.

Sincerely,

R Massey

Raymond (Ray) Massey
Chair

The Alberta Apprenticeship and Industry Training System and The Alberta Apprenticeship and Industry Training Board

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, professional, internationally competitive workforce in more than 50 designated trades and occupations. Industry (employers and employees) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. The technical training institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The board consists of 13 people, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the members represent employers and employees in designated trades and four represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The board's mission is to establish and maintain high quality training and certification standards in the apprenticeship and industry training system, and to promote training and employment in designated trades and occupations that meet the demands of Alberta industry and society. The board fully supports safe learning and working environments and emphasizes the importance of safety awareness and education throughout apprenticeship training, both on-the-job and at technical training.

The board works collaboratively with apprenticeship and industry training system clients and stakeholders (industry, government, junior and senior high schools, and technical training providers) to ensure that Alberta has the trades and occupations workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental practices in the workplace.

Mandate

The board is accountable to the Minister of Innovation and Advanced Education on matters under the *Apprenticeship and Industry Training Act*. The board's primary responsibility is to establish the standards and requirements for the training and certification of persons in designated trades and occupations. It also provides advice and recommendations to the Minister about the needs of the Alberta labour market for skilled and trained persons. The board's full mandate is stated in its *Mandate and Roles* document.

Operating Principles

Accessible	Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.
Funded by All	Apprentices, trainees, employers, and government contribute to the financial cost of training.
Industry-driven	Industry is responsible for setting the standards for training and certification, and for providing on-the-job training and work experience for apprentices and trainees.
Collaborative	All stakeholders (the board, industry (employers and employees)), the Government of Alberta, junior and senior high schools, and technical training providers work collaboratively to help individuals train and acquire the skills needed to work successfully in the designated trades and occupations.
Integrated	An apprenticeship is a valuable post-secondary education and is a part of lifelong learning.

Goals, Priority Initiatives and Performance Measures

Core Business 1 — ***Establish and maintain high quality training and certification standards in the apprenticeship and industry training system.***

Goal 1 — **Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and future needs of industry.**

What it Means

The following outcomes describe what attainment of goal one will achieve:

- High quality apprenticeship and industry training and certification standards that meet the current and future needs of Alberta industry are established, developed and implemented.
- The industry committee network has the capacity, tools and mandate to provide quality advice to the board.
- The apprenticeship and industry training system continuously reviews and enhances its systems and processes to ensure that a highly skilled trades professional workforce is developed.

Priority Initiatives

1.1 Ensure high quality training and certification standards continue to be developed and implemented.

1.2 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

1.3 Collaborate with industry to explore issues regarding the viability of smaller designated trades and occupations.

1.4 Ensure innovative, effective alternate forms of delivery[1] are explored as a method to improving access to technical training and collaborate with industry to explore alternate training methods.

1.5 Work with stakeholders and partners on initiatives relating to the recognition of programs and alternate assessment processes.

	Performance Measures	Previous Years' Results			Current Results	Target (2016)
1.a	Satisfaction of recent apprentice graduates with the overall quality of on-the job training[2]	93% (2005-06)	92% (2007-08)	91% (2009-10)	95% (2011-12)	90+%
1.b	Satisfaction of recent apprentice graduates with overall quality of technical training[2]	94% (2005-06)	94% (2007-08)	93% (2009-10)	96% (2011-12)	90+%
1.c	Percentage of apprentice graduates employed[2,3]	n/a (2005-06)	n/a (2007-08)	93% (2009-10)	94% (2011-12)	90+%

1 A detailed description of alternate delivery methods can be found in the Technical Training Centre on tradesecrets.alberta.ca.

2 The **Apprentice Graduate Satisfaction Survey** is conducted by academic calendar, typically every second year. The survey was not conducted in 2013-14.
The **Survey of Employer Satisfaction with Apprenticeship and Skilled Tradespersons** is typically conducted every fourth year.

3 Employment results prior to 2009-10 are not comparable to later survey years because of differences in the data collection periods of the surveys.

Goal 2 — Alberta's apprenticeship and industry training system is aligned with and responsive to labour market demand.

What it Means

The following outcomes describe what attainment of goal two will achieve:

- The apprenticeship and industry training system responds to the needs of apprentices and employers and to the labour market demand.

Priority Initiatives

2.1 Encourage and motivate employers to hire, register and train apprentices to the completion of their program.

2.2 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and to implement timely changes.

2.3 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.

2.4 Develop ways to positively affect changes in the supply of skilled trades professionals.

	Performance Measures	Previous Years' Results			Current Results	Target (2015)
2.a	Number of employer sites hiring and training apprentices	13,871 (2011)	14,215 (2012)	14,815 (2013)	15,577 (2014)	15,000+

	Performance Indicators[1]	Previous Years' Results			Current Results
2.b	Number of new apprentices registered	17,371 (2011)	21,906 (2012)	22,129 (2013)	23,900 (2014)
2.c	Number of apprentices registered	57,004 (2011)	61,326 (2012)	65,880 (2013)	70,733 (2014)
2.d	Number of apprentices completing their program	9,060 (2011)	8,438 (2012)	7,354 (2013)	8,163 (2014)
2.e	Number of individuals issued Occupation Certificates	146 (2011)	160 (2012)	165 (2013)	424 (2014)
2.f	Number of individuals issued Qualification Certificates	698 (2011)	783 (2012)	1,403 (2013)	1,982 (2014)

[1] Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board, however they are not directly attributable to the board's activities, therefore, performance targets have not been set.

Core Business 2 ***Promote training in designated trades and occupations.***

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

What it Means

The following outcomes describe what attainment of goal three will achieve:

- Albertans are aware of the opportunities for a career in the designated trades and occupations.
- Under-represented Albertans participate in apprenticeship and industry training.
- Apprentice excellence is encouraged through scholarships and awards.

Priority Initiatives

3.1 Promote the availability and advantages of designated trades and occupations careers to Albertans.

3.2 Identify and promote pathways into apprenticeship including dual credit pathways in the Career and Technology Studies and Registered Apprenticeship Program.

3.3 Support actions that increase the participation and progress of under-represented individuals in apprenticeship and industry training programs.

3.4 Support stakeholder partners that promote the designated trades and occupations as a career option to Albertans.

3.5 Promote apprenticeship and industry training scholarships and awards to encourage apprenticeship completion and excellence.

3.6 Promote life-long learning apprenticeship and industry training options (e.g., Interprovincial Red Seal Program and Achievement in Business Competencies (Blue Seal) Program).

	Performance Measures	Previous Years' Results			Current Results	Target (2015)
3.a	Number of scholarships available	871 (2011)	879 (2013)	879 (2014)	879 (2014)	879
3.b	Percentage of completing apprentices in red seal trades writing red seal exams in the same year	97% (2011)	96% (2012)	96% (2013)	95% (2014)	90+%
3.c	Percentage of completing apprentices in red seal trades passing red seal examinations in the same year	80% (2011)	81% (2012)	79% (2013)	78% (2014)	80+%